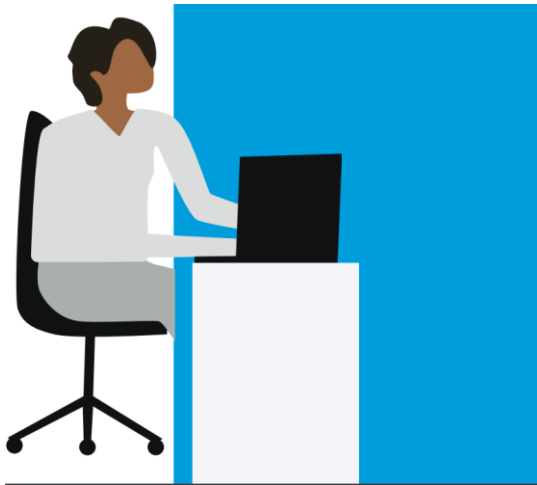


During crises, women act as leaders in their communities and in frontline services.



UN Women Response to the COVID-19 Pandemic

Presentation to the UN Women Executive Board

20th April 2020

Key Elements of UN Women's Response to COVID-19

COVID-19 poses unprecedented challenges to the world including women and girls, UN Women personnel, our offices and our partners

1. Extensive UN System Coordination, Globally and at the Country Level
2. Leveraging Existing Partnerships with Public and Private Sector Partners
3. Piloting Coordination with the IFIs
4. Scaling up Communications & Advocacy
5. Adjusting Policy and Programme, Mobilizing Resources
6. Strategic Re-Prioritization, Drawing on the MTR
7. Ensuring Employee Well-Being, Safety and Security
8. Learning from the crisis for the workplace of the future

Agile

Responsive

Innovative

1. Extensive UN System Coordination, Globally and at the Country Level (snapshot)

- Engendering the **UN framework** for the immediate socio-economic response to **COVID-19** (UNSDG).
- Substantive input to **Secretary-General's Policy Brief on the Impact of COVID-19 on Women**.
- Inter-agency leadership on **gender-responsive disability inclusion in COVID-19 response**.
- Advisory Committee role in the **UN COVID-19 Response and Recovery Multi-Partner Trust Fund**, which asks agencies to apply **Gender Equality Marker** to proposals.
- Participation in the Crisis Management Team coordinated by WHO.
- Executive Committee established inter-agency group (UN Women, OHCHR, UNICEF, UNHCR and OIM) on **“broader protection and human rights impact of the crisis and how it affects different groups”**.
- Development of tool for mapping UNCT GE interventions/activities on COVID-19.
- Webinar on **‘How to Effectively Influence Others as a Gender Focal Point (GFP)’** to empower 370 GFPs in their role as change agents for gender parity in their UN entity in cooperation with the OSCE on 2 April 2020.
- Virtual Roundtable with International Gender Champions (in NY and Geneva) on organizational culture and putting the Enabling Environment Guidelines into practice during COVID-19.
- Specific country-level examples to be covered in the Regional presentation.

2. Leveraging Existing Partnerships with Public & Private Sector Partners

- **Leveraging existing government donor partnerships** for enhanced impact through funding to UN Women's Global Programme on COVID-19- **many thanks to Japan for becoming its first donor.**
- Thanks for early payments of core contributions.
- **Private Sector partnerships pivoted to a COVID-19 focus:**
 - Participation in **UN Emergency Private Sector Focal Point Group** which is focused on COVID19.
 - Launched **“COVID-19 and Gender Equality: A Call to Action for the Private Sector”** on Leadership, Workplace, Marketplace, Community and Transparency and Reporting.
 - **Virtual high-level roundtable** on 30 April 2020 with WEPs signatories, key experts, including members of the Canadian and French G7 Gender Equality Advisory Council.
 - Working with UNICEF, the Unstereotype Alliance and WEPs developed a **guidance note on positive gender roles in corporate marketing communications** during COVID-19.
 - Technical guidance for development of the COVID-19 Business Guide produced by UN Global Compact and UNDP.
 - Webinar with Georgetown Institute on WPS to ensure WPS issues covered in the response

3. Piloting Coordination with the IFIs

Strategic brainstorming workshops with IFIs to discuss COVID-19 response, ensuring a gender lens in IFIs' response and strengthening collaboration with UN Women

- Workshops being planned with the World Bank and IFC, African Development Bank, European Bank for Reconstruction & Development, InterAmerican Development Bank, Islamic Development Bank, Asian Development Bank (by end May).
- Outreach planned to national development finance institutions (DFC – US ongoing, others in process)
- Area of focus: partnerships to bring a gender lens to IFI and DFI spend
- 4 webinars on disability inclusion, inclusive management and related issues held in March/ April together with Finland, the World Bank, WHO and International Disability Alliance



WORLD BANK GROUP



IFC

**International
Finance Corporation**
WORLD BANK GROUP



IDB

Inter-American
Development Bank



European Bank
for Reconstruction and Development

4. Scaling up Advocacy and Communications (snapshot)

Global: Media around the world are carrying UN Women messages about the needs of women and girls in COVID-19. UN Women has made strides in reaching audiences with accurate information, and stem the flow of false narratives, as well as to reach women at risk of being left behind.

- **#HeForSheAtHome campaign** launched on 15 April targeted at men currently at home on lockdown calling on them to do their part to balance the burden of care with the women in their household.
- **Unstereotype Alliance - 'The Shadow Pandemic'** solidarity campaign (PSA featuring a range of UN Women Goodwill Ambassadors on domestic violence).
- New series **"From Where I Stand": first-hand stories of women** that bring to life the socio-economic impact of COVID-19.
- **COVID-19 social media package for WEPs signatories** to target their customers.

Lebanon: is conducting a joint awareness raising campaign with UNDP on social norms, burden sharing and domestic violence. 45-day campaign – 15 Lebanese social media influencers on board.

China: Launched a social media campaign, **#AMessagetoHer** #GenerationEquality, reaching 28 million–32 million people in recognition of women's contributions to the COVID-19 response and the need to address concerns of women going forward.

Chile, El Salvador, Mexico, Paraguay: Social media outreach on the needs and rights of domestic workers and to recognize women labor rights during the crisis. In **Latin America**, the Campaign **CaringForWork** in partnership with PAHO/WHO and ILO raises the visibility of women working in health and other care tasks.

5. Adjusting Policy and Programme, Mobilizing Resources

“Limited gains in gender equality and women’s rights made over the decades are in danger of being rolled back due to the COVID-19 pandemic”

- **Checklist/Guidance for Governments** issued on 20 March for governments to guide their response.
- UN Women developed a **policy brief on COVID-19 and Ending Violence Against Women and Girls**.
- UN Women is producing gender data and making it widely available through the [Women Count Data Hub](#).
- UN Women is seeking to mobilize resources through a global programme intended to be implemented at the country level (**Gender-Responsive Prevention and Management of the COVID-19 Pandemic: From Emergency Response to Recovery & Resilience**).
- UN Women is **shifting its programme portfolio at the country and regional levels** to respond to COVID-19, for example – the Spotlight programme on Violence against Women.
- **UN Trust Fund to End Violence against Women** will establish a COVID-19 Funding Window.
- **Women’s Peace and Humanitarian Fund** will have a dedicated window to the COVID-19 response.

6. Strategic Re-Prioritization, Drawing on the MTR

01 Business Impact Analysis

Conduct Business Impact Analysis (BIA) to identify real and anticipated impact on Strategic Notes/ Annual Work Plans because of COVID-19

02 Strategic Prioritization

Complete a Strategic Prioritization Exercise to reflect outcomes of the BIA and position UN Women to continue delivering programme results in the new context

03 AWP Revisions

Revise Annual Workplans (AWP) in line with strategic re-prioritization exercise

Mid-term review

Importance of **leveraging partners** within the UN system and beyond to achieve greater results

Strengthening **programmatic focus** with comparative advantage and emerging needs

Criticality of **flexible and predictable funding**

Fast-tracking operational decision-making through Business Review Committee

Adjustment in Integrated Results and Resources Framework



Joint response to COVID-19 with partners

Refine its priority areas ensuring to be **adaptive**, including to address COVID-19 impacts

Crucial for **swift and impactful response** to COVID-19 pandemic

Timeliness of its response to COVID-19

Measurement for **organization's response to crises** and adjustment to targets impacted by COVID-19

7. Ensuring Employee Well-Being

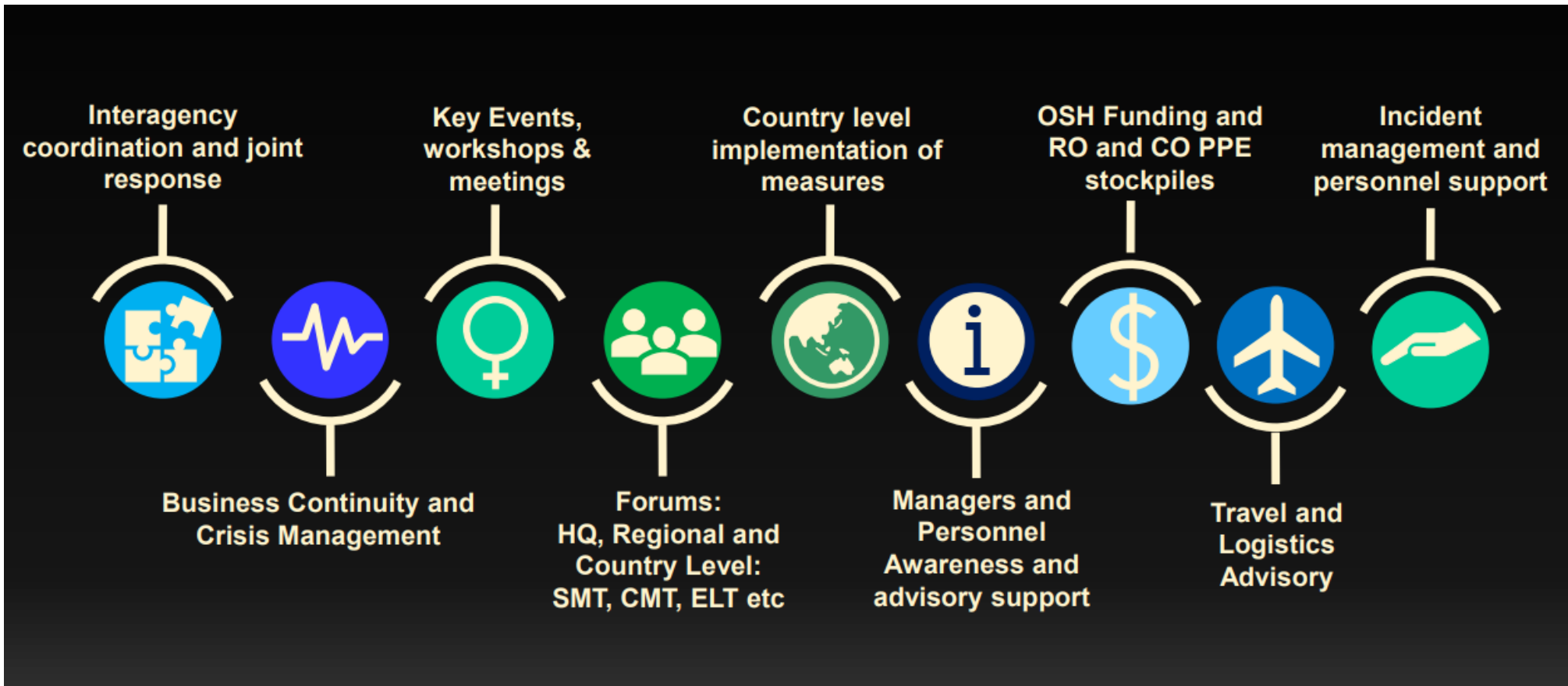
- ✓ **Consistent corporate messaging from ED / ELT** highlighting the importance of employee well-being
- ✓ Organization **adopting best practices and utmost flexibility** to support colleagues
- ✓ **Mental health and wellness resources** for all colleagues:
 - ✓ Individualized support to colleagues dealing with specific situations through one-on-one calls and team interventions.
 - ✓ Access to UN Staff Counsellor Webinars/presentation and virtual sessions with stress counsellors for HQ & regions.
- ✓ HR team collaborating on well-being concerns in **UN inter-agency forums** (CEB-HR network etc.)
- ✓ **Regular interface with Staff Representatives** on cases and issues – both for individual cases as well as for organization-wide matters.
- ✓ **Regional HR business partners** are providing dedicated support to the respective regions.



>70%

Of personnel feel well taken care of and do not require additional support

7. Ensuring Safety & Security



~100%

All UN Women personnel across 139 locations are affected



\$140K+

In PPE provided in 30+ countries



500+

Requests for Security and Safety support since 1st March

8. Learning from the Crisis for the Workplace of the Future

1. Business Practice Virtualization (Internal focus)
2. Online Delivery of Business Value-add (External focus)

In-progress:

- Global Service Delivery Tools: Enabling continuous operation/business continuity
- Virtual Networks Delivering Services: Expediting and accelerating delivery & performance
- Streamlining Business Processes through Digitalization
- Publishing, communication and visibility of documentation to govern digital business processes

Online Collaboration & Video Conferencing

Significant increase in the use of **Video Conferencing** – over **5,600 meetings** held in first 6 days of April compared to **681 in January**:

834% increase in # of online meetings since January

TELEWORK



Outcomes Achieved to Date

- **Social media campaigns** have reached tens of millions of people to **raise awareness about the ending violence against women** and encouraging **men to increase their contribution** to unpaid care work to support the women in the household.
- Secretary-General's policy brief on the Impact of COVID-19 on Women has garnered extensive media attention and demonstrates commitment at the highest level in the UN to incorporating a gender lens in the response.
- Greater awareness of need for gender lens in stimulus packages through outreach at country level.
- **UN Women's VAW brief** has guided and informed several interagency actions on the issue, including the Human Rights Task Team created by the EC, the UNSDG Socio Economic Response Group, etc.
- 136 countries have subscribed to the appeal by the UN Secretary-General on Gender-Based Violence and COVID-19.
- Country and regional-level impacts further elaborated in the presentation on the response in the field.